



BENEFITS



Level 2 BEE Contributor

BENEFITS OF A LEARNERSHIP PROGRAMME

Employers in South Africa can derive several benefits from placing learners on a learnership programme.

These benefits span financial incentives, skills development, and compliance with legislative requirements.

Here are the key advantages:

1. Tax Deductions and Incentives: Employers can receive substantial tax deductions for each learner enrolled in a learnership. These include:

A tax deduction of R40,000 per learner per year of the learnership.

An additional R40,000 tax deduction upon successful completion of the learnership.

For learners with disabilities, these amounts increase to R60,000 per learner per year and an additional R60,000 upon completion.



2. Skills Development Levy (SDL) Grants: By implementing learnerships, employers can qualify for mandatory and discretionary grants from their Sector Education and Training Authority (SETA), helping to offset training costs.
3. Enhanced Skills and Productivity: Learnerships provide structured and accredited training that enhances the skills of employees, leading to improved productivity and efficiency within the organisation.
4. B-BBEE Scorecard Points: Participation in learnerships contributes to the Skills Development element of the Broad-Based Black Economic Empowerment (B-BBEE) scorecard. This can improve the employer's B-BBEE rating, which is beneficial for business opportunities and compliance with government and large corporate procurement requirements.
5. Talent Pipeline Development: Learnerships help create a pipeline of skilled workers who are familiar with the company's operations and culture, reducing the need for extensive onboarding and training for new hires.
6. Employee Retention and Loyalty: Investing in the development of employees through learnerships can lead to higher job satisfaction, loyalty, and retention rates, as employees feel valued and supported in their career growth.
7. Compliance with Employment Equity Act: Learnerships can assist in meeting the requirements of the Employment Equity Act by providing opportunities for underrepresented groups, thereby promoting diversity and inclusion within the workplace.
8. Operational Benefits: Companies may benefit from learners taking on practical tasks and responsibilities, contributing to the day-to-day operations while they learn.
9. Corporate Social Responsibility (CSR): Implementing learnerships demonstrates a commitment to social responsibility and community development, enhancing the company's reputation and relationship with stakeholders.

Overall, engaging in learnerships not only provides immediate financial benefits and incentives but also fosters a skilled and motivated workforce, which can lead to long-term organisational growth and success.

